

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH

455 Golden Gate Avenue, 8th Floor
San Francisco, CA 94102

ADDRESS REPLY TO:

P.O. Box 420603
CA 94142-0603

San Francisco



HOLIDAY PROVISIONS

FOR

TREE TRIMMER
(HIGH VOLTAGE LINE CLEARANCE)

IN

**ALAMEDA, BUTTE, COLUSA, CONTRA COSTA, DEL NORTE,
GLENN, HUMBOLDT, LAKE, LASSEN, MARIN, MENDOCINO,
MODOC, NAPA, SHASTA, SISKIYOU, SOLANO, SUTTER, TEHAMA,
TRINITY, AND YUBA COUNTIES**

61-1245-12

AGREEMENT
BETWEEN
DAVEY TREE SURGERY COMPANY
AND
LOCAL UNION 1245
OF THE
INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, AFL-CIO

R E C E I V E D
Department of Industrial Relations

JAN 25 2001

Div. of Labor Statistics & Research
Chief's Office

TERM: January 1, 1999 - December 31, 2001

- (c) no employee may displace another employee who has greater Company seniority than his/her own. (added 1/1/71)
- 10.3 If Company cannot effect a displacement in accordance with Section 10.2 or if an employee requests not to take a demotion as provided in Section 10.2(b), an employee who has one (1) year or more continuous service with the Company may elect to displace an employee with less seniority than his/her own in the following sequence:
- (a) the employee in the same classification in the area who has the least seniority;
 - (b) no employee may displace another employee who has greater seniority than his/her own. (Added 1/1/71)
- 10.4 Company shall give employees whose jobs are to be eliminated as much notice as possible. Employees desiring to exercise the provisions of Section 10.2 or 10.3 shall give the Company notice of at least five (5) workdays.
- 10.5 If in the application of the provisions of this Article an employee in a classification which, in the normal line of progression, is higher than an Apprentice classification can effect displacement in such classification, the former shall not take such Apprentice classification but shall be given the rate of the classification next higher thereto.

ARTICLE XI
Non-Workdays (Added 1/1/80)

- 11.1 Employees will regard the following six (6) days as non-workdays in the basic workweek: New Year's Day, Memorial day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. Non-workdays falling on Saturday will be observed on Friday. Non-workdays falling on Sunday will be observed on Monday. (Amended 1/1/89)
- 11.2 Employees required to work on non-workdays above will be entitled to compensation at one and one-half (1-1/2) times their straight-time pay.

ARTICLE XII
Paid Days Off (Added 1/1/80)

- 12.1 Employees covered by this Agreement shall be entitled to paid days off as follows:
- (a) First year, up to thirteen (13) days. An employee will be credited with eight and two-thirds (8-2/3) hours per month of every month of attendance as per Section 12.4 except that he/she may not take any credited time during probationary employment and will only be allowed a maximum of one-half (1/2) his/her credit up to one (1) year.